

# **Baldwin County Employee Health and Wellness Incentive Program**

Baldwin County is committed to the health and wellbeing of our employees and retirees. We view wellness as a core component of the employee benefits package. The Baldwin County Health and Wellness Incentive Program will support our employees/retirees by providing resources to live a healthy lifestyle.

Baldwin County Health Clinics are dedicated to bringing quality health services to the workplace. Clinics are located in Bay Minette, Robertsedale, Gulf Shores, and Foley.

## **Eligibility**

All full-time employees are eligible for County health insurance and retirees with at least 15 years of service with Baldwin County and at least 25 years of service in the Retirement Systems of Alabama. Employees/Retirees with County health insurance are eligible to use the Clinics free of charge. Services provided through the clinics are also provided free to spouses and dependents who are on the employee's health insurance plan.

## **Services Provided by Clinics**

- Primary Care
- Disease Management
- Prevention
- Lab Services
- Prescription Medication
- Health Coaching

Employees with County health insurance, will be required to clock out for visits to the Clinics with the exception of health coaching appointments.

Each department will work to accommodate employees who need to visit the clinic for scheduled appointments. Employees must coordinate clinic visits with their department manager so that it is not in conflict with departmental activity. It is also within the manager's discretion to coordinate an employee's clinic visit due to departmental conflict.

## **Services Provided to Employees While on the Clock**

- Health Coaching Sessions

## **Prescription Medications**

Generic medication will be distributed on-site. Over the counter medication will be distributed from the clinic with a co-pay of \$5.00.

### **Medical Excuses**

Medical excuses received from the Clinic must be turned in to the employee's department manager up on return from the clinic. The clinics will not be allowed to give medical excuses for more than three (3) days absences.

### **Medical Accommodations**

Medical accommodations will not be allowed from the clinic. Employees must obtain any medical accommodations from their general physician or specialist.

### **Health Assessment (Biometric Screenings) and Employee's Responsibility**

Employees/Retirees and spouses who want to participate in the Health and Wellness Incentive program are required to complete a biometric screening at the Annual Employee Health and Wellness Fair. If health risk factors are discovered through the biometric screening process, employees/retirees and/or spouses will be required to participate in the health coaching offered by the Clinics.

At the time of the biometric screening, participants will be given a rating of low, moderate, or high risk.

- Employees/retirees/spouses in the low risk category are not required to participate in the coaching.
- Employees/retirees/spouses in the moderate risk category are required to participate in (4) coaching sessions within the year (November 1 – October 31).
- Employees/retirees/spouses in the high-risk category are required to participate in (6) coaching sessions within the year (November 1 – October 31).

If the employee and/or spouse decides not to participate, the employee will not receive the incentive as outlined each year by the Baldwin County Commission.

### **Incentive**

- Employees/Retirees who have single health coverage and do not participate in the coaching sessions as outlined above will pay an additional \$30 per month for the plan year (December – November).
- Employees/Retirees who have family health coverage and *neither the employee nor spouse* participate in the coaching sessions as outlined above will pay an additional \$60 per month for the plan year (December – November).
- If *only* the employee/retiree *or* spouse participate in the coaching sessions an additional \$30 per month for the plan year (December – November).

Each year thereafter, the employee/retiree/spouse may choose to participate and not pay the additional \$30 per month for the plan year (December – November).

**Approved by the County Commission:**\_\_\_\_\_